

## **ARTICLE 29**

### **TRAINING**

The Employer will endeavor to provide sufficient training to enable employees to effectively deal with circumstances normally met on the job including changes brought about by the introduction of automation, computers or robotics or whenever job responsibilities are significantly altered. Where licensure or certification is required by Civil Service classification specifications, the Employer will provide administrative leave to travel and attend approved training required to maintain such licensure or certification. The Employer's obligation under this Article shall be a proper subject for secondary negotiations.

The Employer agrees to provide MSEA with advance notice of plans to introduce automation, computers, or robotics, which have a major impact on the manner in which large groups of employees perform their work responsibilities. Such notice shall be given not less than sixty (60) calendar days prior to the implementation of such changes.

The Employer and the Union agree to jointly explore sources for funding for job retraining programs for laid off employees.